



Kinnikinnick Community Consolidated
School District #131

Reaching for New Heights

**BOARD OF EDUCATION
OF
KINNIKINNICK COMMUNITY CONSOLIDATED SCHOOL DISTRICT #131
LAST OFFER AS OF DECEMBER 10, 2014**

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INTRODUCTION

Since June 2014, the Kinnikinnick Community Consolidated School District 131 Board of Education (Board) and the Kinnikinnick Education Association (KEA) have engaged in collective bargaining negotiations in an effort to reach an agreement on the terms for the parties' successor contract. The parties' current collective bargaining agreement expired on August 15, 2014. Classes for the current school year started August 20, 2014 and are ongoing.

The parties jointly agreed to participate in federal mediation on August 28, 2014, and while we have reached a tentative agreement on several contract terms, we remain apart on a number of items, including but not limited to salary, retirement and health benefits.

This document constitutes the Board's most recent offer, as required by Section 12(a-5)(2) of the *Illinois Educational Labor Relations Act* (115 ICLS 5/12(a-5)(2)). The Board's offer is set forth below, but does not include matters that the parties have previously tentatively agreed upon.

The Board's primary goals for a new contract are:

- Providing a fair salary and benefits package to its employees;
- Maintaining the long term financial stability and viability of the District; and
- Encouraging and maintaining the highest quality instruction.

A brief explanation of the Board's rationale is followed by the Board's contract language offered to resolve the remaining issues.

SUMMARY AND BOARD'S RATIONALE

The Kinnikinnick Community Consolidated School District #131 has been plagued by a dismal financial picture that has resulted in deficit spending since the 2009-2010 school year. Recognizing the dire economic condition of the school district, measures were taken over the years to improve efficiencies while maintaining a quality educational environment. This was not enough to cover the losses incurred by the District in federal and state dollars. As a result, the Board asked permission of the taxpayers through a referendum vote to increase their property taxes. In April 2014, the referendum passed by a narrow margin with the intended outcome of preserving the high quality of education that our community deserves.

It is in this fragile financial climate that the Kinnikinnick Board of Education and the Kinnikinnick Education Association are negotiating a teachers' contract. The contracts over the past eight years have kept intact a guaranteed automatic increase in teaching salaries. Two of the last three years, our teachers agreed to not receive a salary increase in acknowledgment of the District's dire economic state. This did not go unnoticed by the Board of the Education.

With this in mind, the Board proposes that every teacher receives a salary increase in each year of a five-year contract. In addition, the Board is also proposing a competitive base salary to help attract new teachers to the District.

The economic climate of the State of Illinois has not improved and state funding for schools continues to be unpredictable. The additional revenue from the passage of the referendum will maintain the quality of education for our students; however, it is not enough to sustain the rapidly increasing salaries the teachers propose to keep with their current pay scale (referred to as "salary schedule" or "schedule"). The Board's proposal reflects fair raises for its teachers while slowing down the speed at which salary increases occur each year. Maintaining the expired teacher salary schedule as proposed by the teachers' union (KEA) is detrimental to the long-term financial stability of the District.

The Board of Education's overall objective is to provide quality educational programs and opportunities for our Kinnikinnick District students. The Board is committed to providing a contract that is fair to our teachers, while maintaining fiscal accountability to our taxpayers.

The contract items still pending agreement are:

- Salary
- Lane advancement on salary schedule
- Differential Pay (Stipends for Extracurricular Activities)
- Insurance
- Post Retirement Bonus
- Staff Development
- Summer School
- Internal Substitute Pay

Salary

Despite the challenging financial situation, the Board's salary proposal grants every teacher an increase in salary in each year of the proposed five (5) year agreement. See attached **Exhibit A**. Specifically, the Board's proposal increases salaries by approximately 11.9% over the next five years. See attached **Exhibit B**.

The KEA has proposed to maintain the unsustainable automatic increases, which are approximately 4% per teacher per year. In order to slow down the speed of the salary increases, the Board proposes to restructure the salary schedule, whereby the salary increase would not exceed 3% per teacher per year. The Board's proposal reflects fair raises for the teachers.

The Board's proposal maintains Kinnikinnick's highest base salary of the elementary districts in Boone and Winnebago County according to the Illinois State Board of Education Salary Survey, 2014.

Winnebago and Boone County Base Salary Comparison

District	2013-2014 Base Salary
Hononegah CHD 207	\$39,256
Belvidere CUSD 100	\$38,732
* Kinnikinnick CCSD 131	\$37,211
County of Winnebago SD 320	\$37,172
* Rockton SD 140	\$36,606
Rockford SD 205	\$36,341
* Prairie Hill CCSD 133	\$35,756
Winnebago County Spec Educ Coop	\$35,754
Harlem UD 122	\$35,453
Winnebago CUSD 323	\$34,936
* Shirland CCSD 134	\$33,967
Pecatonica CUSD 321	\$33,730
Durand CUSD 322	\$33,333

***Elementary School District**

Source: Illinois State Board of Education Salary Survey, 2014

Board Proposed 5-Year Salary Increases

2014-2015 School Year

- Average salary increase for teachers on the salary schedule will be 3.2%. This does not include compensation for additional education, which increases this percentage.
- Teachers off the salary schedule in the Master degree lanes with more than 30 years experience will receive an increase equal to the consumer price index (CPI-U) of the prior year.

2015-2016 School Year

- Average salary increase for teachers on the salary schedule will be 2.2%. This does not include compensation for additional education, which increases this percentage.
- Teachers off the salary schedule in the Master degree lanes with more than 30 years experience will receive an increase equal to the consumer price index (CPI-U) of the prior year.

2016-2017 School Year

- Average salary increase for teachers on the salary schedule will be 2.2%. This does not include compensation for additional education, which increases this percentage.
- Teachers off the salary schedule in the Master degree lanes with more than 30 years experience will receive an increase equal to the consumer price index (CPI-U) of the prior year.

2017-2018 School Year

- Average salary increase for teachers on the salary schedule will be 2.1%. This does not include compensation for additional education, which increases this percentage.
- Teachers off the salary schedule in the Master degree lanes with more than 30 years experience will receive an increase equal to the consumer price index (CPI-U) of the prior year.

2018-2019 School Year

- Average salary increase for teachers on the salary schedule will be 2.2%. This does not include compensation for additional education, which increases this percentage.
- Teachers off the salary schedule in the Master degree lanes with more than 30 years experience will receive an increase equal to the consumer price index (CPI-U) of the prior year.

Board Proposed Kinnikinnick Teacher Salary Schedule Statistics

School Year	Average Increase	Base Salary	Average Salary	Highest Schedule Salary
2014-2015	3.2%	\$37,211	\$65,456	\$90,086
2015-2016	2.2%	\$37,361	\$66,860	\$90,236
2016-2017	2.2%	\$37,511	\$68,263	\$90,386
2017-2018	2.1%	\$37,611	\$69,630	\$90,486
2018-2019	2.2%	\$37,761	\$71,046	\$90,636

Lane Advancement on the Salary Schedule

A teacher salary schedule contains two payment components: (1) “Steps” and (2) “Lanes”. Automatic annual salary increases to reward teaching experience are referred to as “Steps”. In addition to annual “Steps”, the salary schedule contains “Lanes” which reflect the educational level attained by a teacher. “Lanes” are named Bachelor’s and Master’s with graduate hours earned beyond the degree labeled numerically.

Each year a teacher receives an automatic annual “Step” salary increase and is also able to earn salary increases by moving from “Lane” to “Lane”.

For example, a newly licensed teacher is hired and placed on Step 1. He/She will automatically advance to Step 2 upon completion of his/her first year of employment. If the teacher earns eight (8) additional graduate hours during his/her first year, that teacher would then be on Step 2 and the BA08 Lane of the salary schedule in his/her second year of employment. Both the “Step” and the “Lane” movement guarantee an increased salary for the teacher. Therefore, a teacher could rapidly increase their salary. The chart on page eight further illustrates a teacher’s earning potential as proposed by the Board.

The Board’s proposed revisions decrease the speed of the annual automatic “Step” increase and limits “Lane” movement to one “Lane” annually. In comparison, the KEA proposes no limit to the amount of “Lane” movement. The Board’s proposal continues to pay teachers for their voluntary completion of graduate credits to enhance classroom instruction and at the same time increase their salary. Teachers may also choose to increase their salary by pursuing summer school teaching and/or coaching or sponsoring Board approved extracurricular activities.

The Board values the dedication and work of its teachers. Reform of the salary schedule is needed to slow down the speed at which salary increases occur each year. It is this theme that has driven the Board of Education’s proposed revisions to the salary schedule.

New Teacher Earnings Potential Over Board Proposed 5-Year Agreement

Step	Bachelor's Degree				Master's Degree					
	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32	MA40
1	\$37,211									
2	\$38,361	\$39,361								
3	\$39,511		\$41,661							
4	\$40,661			\$44,061						
5	\$41,761				\$46,711					

Proposed Base Salary

No additional lane movement

Assumes new teacher completes 8 hours of coursework each of his/her first 5 years of employment

Differential Pay

In addition to the salary schedule, teachers can supplement their income by serving as a coach or a sponsor of Board approved extracurricular activities. The Board is committed to maintaining and, when possible, expanding upon extracurricular opportunities available to District students. The Board supports the revisions suggested by the KEA to the Differential Pay structure in order to recognize the years of service to the Kinnikinnick students. New activities, such as Science Olympiad, Cross Country, and National Junior Honor Society, have been tentatively placed on the differential pay schedule, but are subject to Board approval. Specifically, these new positions must be approved in a separate motion at a regularly scheduled Board of Education meeting in order to establish the new position. The Board's proposal:

- Restructures the payment of differential positions so that payment honors years of experience, and
- Expands its extracurricular offerings to include Science Olympiad, National Junior Honor's Society, and Cross Country.

Insurance

The Board offers its teachers term life, dental, hospitalization, and major medical benefits. The District currently pays the full \$646 monthly premium for each teacher. However, over the course of the expired agreement, health insurance premiums increased by more than 14.5% or \$92.08/employee/month.

Since there is no exact method of determining how insurance premiums will increase or decrease moving forward, the Board's proposal seeks to include a \$700 monthly premium cap on the amount that is paid monthly by the District for each teacher's insurance coverage.

The Board's proposal is extending an opportunity to all parties to be active and educated consumers in the insurance market to keep costs down and to share in the cost when larger increases take effect. The Board also wishes to provide an incentive to any teacher who is already covered by another plan and elects to waive all District insurance coverage.

To combat the rising costs of insurance benefits, the Board proposes to:

- Cap the Board’s contribution at \$700.00 per teacher.
- Offer an incentive for any teacher who submits a signed letter waiving all Board offered insurance coverage for the plan year.
- Require teachers to pay the full cost of the monthly dependent health insurance premium rate if they voluntarily select dependent coverage.

Assuming that the District maintains the current level of benefits, the following chart provides an estimate of the future monthly insurance premiums based on the District’s historical trend data and summarizes the Board and KEA proposals.

Projected Insurance Premiums

School Year	Projected Monthly Premium Per Teacher	Board Proposal	KEA Proposal
		BOE Contribution (Up to \$700 Monthly)	Teacher Contribution
2014-2015	\$646.28	\$646.28	\$0.00
2015-2016*	\$684.31	\$684.31	\$0.00
2016-2017*	\$724.58	\$700.00	\$0.00
2017-2018*	\$767.23	\$700.00	\$0.00
2018-2019*	\$812.38	\$700.00	\$0.00

**Estimated based upon prior agreement premium increases*

Post –Retirement Bonus

For budgeting purposes, the Board proposes to increase the post retirement bonus to a teacher if he/she announces his/her retirement plans earlier to the District.

The Board proposes:

- To require additional eligibility criteria to qualify for the post-retirement bonus, and
- To offer a tiered incentive structure, and
- To offer a benefit to individuals considering retirement who may not have dedicated their entire career to educating Kinnikinnick students, but who otherwise meet all eligibility requirements.

Staff Development

Teachers have a wealth of knowledge and expertise to share with their colleagues. When resources are available, the District strives to create opportunities where teachers can train their colleagues and receive additional pay. The existing practice is to compensate teacher trainers when performing such training outside of the normal workday or work year. The KEA proposes to expand this language to include financial compensation to all teacher participants of the training. At this time, the District does not have the financial resources to compensate participants of training as proposed by the KEA.

The Board has countered the KEA proposal with language to clarify the original intent of the contract in which a teacher trainer is only eligible for additional compensation for such training if/when that training is performed outside the normal contractual day and/or year.

Summer School

The Board rejects the KEA proposal. The Kinnikinnick Board of Education has historically approved summer school contracts and proposes to continue that practice outside of the contract.

Internal Substitute Pay

During the month of December, the Kinnikinnick District experienced a significant amount of days in which teaching positions were unfilled by substitute teachers. The administration has made adjustments internally to attempt to eliminate this problem. Since these adjustments have been made an administrator or substitute has filled every absence. It is too early to conclude from the data if this problem has been resolved, so at this time the Board rejects the KEA's proposal to adopt internal substitute pay and expand the financial impact to the District.

Other Outstanding Issues

The proposals exchanged between the parties indicate that these items are in agreement, however, have not been finalized.

- Teacher Retirement System contribution
- Curriculum committees
- Pro-rata reimbursement
- Tuition reimbursement
- Teachers' Health Insurance Fund

BOARD'S LAST OFFER

All new contract language is **bold and underlined**. Any language proposed to be removed from the contract is ~~stricken~~.

SALARY, TRS CONTRIBUTION AND LANE ADVANCEMENT ON SALARY SCHEDULE PROPOSAL

10.1 Salary **Schedule**

a. A ~~9.4%~~ Board sheltered contribution to the Teacher Retirement System **as determined by the State of Illinois** is included in the salary of all teachers. These contributions are treated as employer contributions in determining tax treatment under the Internal Revenue Code.

b. Teachers shall be paid according to the salary schedules in Appendix A to the Agreement. Part-time teachers shall be paid proportionate to the hours worked based upon the following formula: multiply the full-time salary by a fraction, the numerator of which is the hours worked by the part-time employee, including student contact time and planning time, and the denominator is the hours worked by a full-time teacher.

c. ~~To be eligible for horizontal movement on the schedule,~~ a A course must carry graduate credit from an accredited institution, ~~and~~ be approved by the Superintendent **and** ~~or his/her~~ designee, and **must be completed by August 15th to be considered for horizontal movement on the salary schedule. Horizontal movement on the salary schedule shall be limited to one lane annually.** Only approved **graduate** hours earned after **commutation of a valid Illinois teaching certificate or Master's Degree as evidenced by submission of sealed transcripts from the accredited institution** being placed in lane (1) ~~Bachelor's Degree~~ and lane (5) ~~Master's Degree~~ will be counted for **salary increase(s)**. ~~advancement toward the next lane. Horizontal changes on the schedule~~ **Any salary increase** will be made on September 15th of each school term **if received by the payroll collection cutoff date or the first payroll thereafter upon receipt of said sealed transcripts.**

d. ~~Horizontal movement on the schedule after being placed in lane (5) Master's Degree shall be granted for up to ten (10) approved graduate hours earned prior to January 1, 1991,~~

~~and prior to receipt of the Master's Degree; provided however, that said hours were not part of the degree program.~~

- d. An employee will receive a percentage raise equal to the previous years CPI if 1) the employee can no longer advance on the schedule, and 2) the employee has accumulated educational hours so that they are in lanes Ma+0 and above

SEE EXHIBIT B FOR PROPOSED SALARY SCHEDULES

DIFFERENTIAL PAY PROPOSAL

Article X

10.4 Differential Pay- Board approved differential positions will be reimbursed at the following rates for each individual:

		1-4Yrs.	5-8Yrs.	9-12Yrs.	13-16Yrs.	16-20Yrs.	21+
a.	Level I	\$4,100	\$4,300	\$4,500	\$4,700	\$4,900	\$5,200
	Athletic Director						
b.	Level II	\$3,000	\$3,200	\$3,400	\$3,600	\$3,800	\$4,000
	Boys Basketball						
	Girls Basketball						
	Girls Volleyball						
	Coed Soccer						
	Coed Track						
	Combined 7th & 8th Squad Cheerleading						
	Band						
c.	Level III	\$2,200	\$2,400	\$2,600	\$2,800	\$3,000	\$3,200
	Beginner Band						
	7th or 8th Cheerleading						
	Student Council						
	Drama						
	Science Olympiad (pending Board approval)						
d.	Level IV	\$1,250	\$1,400	\$1,550	\$1,700	\$1,850	\$2,000
	Quiz Bowl						
	Yearbook						
	Poms						
	National Junior Honor Society (pending Board approval)						
	Cross Country (pending Board approval)						
e.	Level V	\$750	\$850	\$950	\$1,050	\$1,150	\$1,250
	Quiz Bowl Master						

INSURANCE PROPOSAL

Article X

10.5 Insurance

a. The Board will provide up to \$700.00 toward the cost of single dental, hospitalization, major medical, and term/life accidental death and dismemberment insurance coverage for each teacher. A **joint insurance** committee shall be established consisting of ~~three~~ teachers and ~~three~~ administrators that shall make nonbinding recommendations to the Board and Association with respect to health insurance carriers and the health insurance plan. The insurance committee so established shall meet as needed to discuss means by which employee health insurance costs can be contained for the benefit of both the District and its employees. If the Board changes insurance carrier or otherwise provides for coverage, any change in the level of benefits shall be subject to the mutual agreement of the Board and the Association.

Any teacher who is already covered by another plan and elects to waive all District insurance coverage shall receive \$1,000 for each year for which he/she waives coverage.

This payment shall not be considered TRS creditable earnings.

b. Teachers may elect to purchase dependent coverage of eligible dependents at group rates. ~~The Board will contribute \$150 per month toward the monthly dependent premium rate for the duration of this agreement.~~ The monthly dependent premium rate is calculated as the sum of monthly specific stop loss dependent premium and the aggregate monthly factor per dependent unit. ~~Part time teachers as defined in Article I of the Agreement who have elected to purchase dependent coverage will have the dependent contribution computed based on the percentage of time employed. Continuation of a Board contribution toward dependent premiums in future contracts is contingent upon having a minimum balance of \$100,000 in the District Insurance Account~~

POST RETIREMENT BONUS PROPOSAL

Article X

10.40 ~~9~~ Post-Retirement Bonus

Any teacher for whom the Board is not required to pay an additional contribution to the Illinois Teachers' Retirement System under Section 16-133.2 of the Illinois Pension Code (i.e. Early Retirement Without Discount, salary increases in excess of six (6) %, or excess sick leave) may elect to retire and receive a post-retirement bonus from the Board. ~~in the amount of Eight Thousand Dollars (\$8,000)~~ All the following eligibility requirements set forth below **must be** are satisfied:

1. The teacher ~~must have~~ **has** at least twenty (20) years of teaching service with the District at the time of retirement.
2. The teacher ~~must tender~~ **delivers an irrevocable letter of resignation defining his/her intent to retire on a specified date up to four (4) years in the future** to the Board by ~~November 1st~~ **August 16th** of the **first contract year defined**. ~~school term in which the teacher plans to retire, and~~
3. The teacher's retirement shall be effective as of June 30th of the ~~same~~ **final** fiscal year **defined** in ~~which the teacher's~~ **irrevocable letter of retirement**. ~~elects to retire.~~

4. The teacher must remain in service with the District and fulfill their entire contractual obligation as stipulated in their irrevocable letter of retirement.

A teacher meeting the above criteria shall receive a post-retirement bonus of:

1. **Twelve thousand five hundred dollars (\$12,500) for notice four contract years in advance of his/her defined final day; or**
2. **Eleven thousand dollars (\$11,000) for notice three contract years in advance of his/her defined final day; or**
3. **Nine thousand five hundred dollars (\$9,500) for notice two contract years in advance of his/her defined final day; or**
4. **Eight thousand dollars (\$8,000) for notice one contract year in advance of his/her final day.**

Any teacher with less than twenty (20) years of teaching service with the District and for whom the Board will not be required to pay an additional contribution to the Illinois Teachers' Retirement System under Section 16-133.2 of the Illinois Pension Code (i.e. Early Retirement Without Discount, salary increases in excess of six (6) %, or excess sick leave), but who otherwise meets all other post-retirement bonus requirements as listed above, may deliver an irrevocable letter of intent to retire on or before August 16th of their defined final contract year and receive a post-retirement bonus of \$100 per year of teaching service with the District if the teacher has fulfilled their entire contractual obligation stipulated in their irrevocable letter of retirement.

The ~~Any Eight Thousand Dollars (\$8,000)~~ post-retirement bonus shall be paid to the eligible teacher ~~retiree~~ in a lump sum payment with the District's August payables ~~in forty five (45) days after the teacher's final paycheck.~~ The ~~Any~~ post-retirement bonus shall not be considered TRS creditable earnings.

STAFF DEVELOPMENT PROPOSAL

Article X

10.10 Staff Development

Formerly Article 9.11

Teachers may volunteer to participate in training programs scheduled in addition to the contract year. Subject to prior approval of the Superintendent and availability of resources, applicable registration fees for such training will be paid for by the District. Teachers, **with prior approval of the Superintendent**, may volunteer to conduct District sponsored staff development workshops on **normally scheduled work days or on days** scheduled in addition to the contract year. Teachers who conduct such training **outside of the normal contractual year** will be paid twenty-five (25) dollars per hour **for each hour of the training**.

COST SUMMARY

Total Cost of Board and KEA Proposals

Board	School Year					Note
	2014-15	2015-16	2016-17	2017-18	2018-19	
Salary	\$6,938,366	\$7,087,191	\$7,235,911	\$7,380,780	\$7,530,878	1
Insurance	\$822,068	\$870,442	\$890,400	\$890,400	\$890,400	2
Differentials	\$66,035	\$66,485	\$67,585	\$68,650	\$70,750	3
Totals	\$7,826,469	\$8,024,119	\$8,193,896	\$8,339,830	\$8,492,028	1, 2, 3

KEA	School Year					Note
	2014-15	2015-16	2016-17	2017-18	2018-19	
Salary	\$7,024,809	\$7,212,168	\$7,360,354	\$7,501,028	\$7,670,780	4
Insurance	\$832,868	\$881,242	\$932,466	\$986,717	\$1,044,147	2
Differentials	\$66,035	\$66,485	\$67,585	\$68,650	\$70,750	3
Totals	\$7,923,712	\$8,159,895	\$8,360,405	\$8,556,395	\$8,785,677	2, 3, 4

Note 1 - All teaching staff employed by the District as of July 1, 2014. Figures shown do not include compensation for teachers electing to take additional education; teach summer school; coach/sponsor an extracurricular activity; or plan for a post retirement bonus.

Note 2 - Estimated based upon prior agreement insurance premium increases.

Note 3 - Pending Board approval of new positions.

Note 4 - All teaching staff employed by the District as of July 1, 2014. Figures shown do not include compensation for teachers electing to take additional education; teach summer school; coach/sponsor an extracurricular activity; plan for a post retirement bonus; or the KEA proposal for any teachers in the Master's Degree lanes with more than 21 years of experience to receive a 2% annual increase.

See Exhibit A, Board proposed individual teacher salaries.

Exhibit A Board Proposed Individual Teacher Salaries

Note: TRS Included; Assumes CPI = 1.7%

<u>Employee</u>	<u>2014-2015 Experience</u>			<u>2014-2015 Placement</u>		<u>2013-14 Scheduled Salary</u>	<u>Annual Teaching Salary</u>					<u>5-yr total Increase</u>
	<u>Out</u>	<u>In</u>	<u>Total</u>	<u>Step</u>	<u>Lane</u>		<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	
Bolin	0	3	3	3	BA	\$37,211	\$39,211	\$40,361	\$41,511	\$42,711	\$43,961	\$6,750
Comstock	0	3	3	3	BA	\$37,211	\$39,211	\$40,361	\$41,511	\$42,711	\$43,961	\$6,750
Furseth	0	3	3	3	BA	\$37,211	\$39,211	\$40,361	\$41,511	\$42,711	\$43,961	\$6,750
Scarpetta	0	2	2	2	BA	\$37,211	\$38,211	\$39,361	\$40,511	\$41,611	\$42,861	\$5,650
Schuckman	0	2	2	2	BA	\$37,211	\$38,211	\$39,361	\$40,511	\$41,611	\$42,861	\$5,650
Doherty	0	4	4	4	BA	\$38,699	\$40,211	\$41,361	\$42,611	\$43,811	\$45,061	\$6,362
Koehler	0	4	4	4	BA	\$38,699	\$40,211	\$41,361	\$42,611	\$43,811	\$45,061	\$6,362
Cuppini	0	6	6	6	BA	\$40,187	\$42,311	\$43,561	\$44,811	\$46,011	\$47,261	\$7,074
Bottum	2	4	6	7	BA	\$41,676	\$43,411	\$44,661	\$45,911	\$47,111	\$48,461	\$6,785
Easton	0	7	7	7	BA	\$41,676	\$43,411	\$44,661	\$45,911	\$47,111	\$48,461	\$6,785
Open Elementary Position	2	5	7	7	BA	\$41,676	\$43,411	\$44,661	\$45,911	\$47,111	\$48,461	\$6,785
LaBuy	0	9	9	10	BA	\$44,653	\$46,711	\$48,061	\$49,411	\$50,711	\$52,061	\$7,408
Martin	3	8	11	12	BA	\$47,630	\$49,111	\$50,461	\$51,811	\$53,111	\$54,561	\$6,931
Boelte	12.6	9	21.6	22	BA	\$61,026	\$62,011	\$62,161	\$62,311	\$62,411	\$62,561	\$1,535
Fuentes	0	5	5	5	BA08	\$39,957	\$42,211	\$43,461	\$44,711	\$45,911	\$47,161	\$7,204
Pilgrim	0	2	2	3	BA16	\$39,629	\$41,361	\$42,511	\$43,661	\$44,861	\$46,111	\$6,482
Milner	0	6	6	6	BA16	\$42,800	\$44,461	\$45,711	\$46,961	\$48,161	\$49,411	\$6,611
Bould	0	9	9	10	BA16	\$47,555	\$48,861	\$50,211	\$51,561	\$52,861	\$54,211	\$6,656
Zelten	0	14	14	17	BA16	\$55,481	\$57,461	\$58,911	\$60,361	\$61,761	\$63,311	\$7,830
Nosbisch, J.	6	10	16	19	BA16	\$58,651	\$60,061	\$61,511	\$63,061	\$64,561	\$66,111	\$7,460
Cutler	0	14	14	17	BA24	\$57,174	\$58,761	\$60,211	\$61,661	\$63,061	\$64,611	\$7,437
Samuelson	7	10	17	21	BA24	\$62,075	\$64,061	\$65,611	\$67,161	\$68,661	\$70,211	\$8,136
Treder	2	17	19	23	BA24	\$65,342	\$66,861	\$68,411	\$69,961	\$71,561	\$73,261	\$7,919
Young	6	16.5	22.5	27	BA24	\$70,243	\$72,711	\$74,461	\$74,611	\$74,711	\$74,861	\$4,618
Carnine	14	15	29	28	BA24	\$71,876	\$74,311	\$74,461	\$74,611	\$74,711	\$74,861	\$2,985

Figures shown do not include compensation for teachers who complete additional education; teach summer school; coach/sponsor an extracurricular activity; or plan for a post retirement bonus.

Note: TRS Included; Assumes CPI = 1.7%

<u>Employee</u>	<u>2014-2015 Experience</u>			<u>2014-2015 Placement</u>		<u>2013-14 Scheduled Salary</u>	<u>Annual Teaching Salary</u>					<u>5-yr total Increase</u>
	<u>Out</u>	<u>In</u>	<u>Total</u>	<u>Step</u>	<u>Lane</u>	<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>		
Lecuyer	0	36	36	28	BA24	\$71,876	\$74,311	\$74,461	\$74,611	\$74,711	\$74,861	\$2,985
Poycker	1	33.67	34.67	28	BA24	\$71,876	\$74,311	\$74,461	\$74,611	\$74,711	\$74,861	\$2,985
Lawrence	0	3	3	3	MA	\$42,141	\$44,161	\$45,311	\$46,461	\$47,661	\$48,911	\$6,770
Kaufman, C.	0	5	5	5	MA	\$43,827	\$46,161	\$47,411	\$48,661	\$49,861	\$51,111	\$7,284
Leonard	0	5	5	5	MA	\$43,827	\$46,161	\$47,411	\$48,661	\$49,861	\$51,111	\$7,284
Noble	0	4	4	4	MA	\$43,827	\$45,161	\$46,311	\$47,561	\$48,761	\$50,011	\$6,184
Loofboro	0	8	8	9	MA	\$48,884	\$50,561	\$51,811	\$53,161	\$54,461	\$55,811	\$6,927
Carroll	1	8	9	10	MA	\$50,569	\$51,661	\$53,011	\$54,361	\$55,661	\$57,011	\$6,442
Stock	0	9	9	10	MA	\$50,569	\$51,661	\$53,011	\$54,361	\$55,661	\$57,011	\$6,442
Hoff	6	2	8	12	MA	\$52,255	\$54,061	\$55,411	\$56,761	\$58,061	\$59,511	\$7,256
Reimer	2	8	10	12	MA	\$52,255	\$54,061	\$55,411	\$56,761	\$58,061	\$59,511	\$7,256
Walsh	0	10	10	12	MA	\$52,255	\$54,061	\$55,411	\$56,761	\$58,061	\$59,511	\$7,256
Ralston	0	11	11	13	MA	\$53,941	\$55,261	\$56,611	\$57,961	\$59,361	\$60,811	\$6,870
Heavin	0	12	12	15	MA	\$55,626	\$57,661	\$59,111	\$60,561	\$61,961	\$63,411	\$7,785
Jasinski	0	12	12	15	MA	\$55,626	\$57,661	\$59,111	\$60,561	\$61,961	\$63,411	\$7,785
Nosbisch, D.	4	7	11	15	MA	\$55,626	\$57,661	\$59,111	\$60,561	\$61,961	\$63,411	\$7,785
Rehnberg	1	11	12	15	MA	\$55,626	\$57,661	\$59,111	\$60,561	\$61,961	\$63,411	\$7,785
Tomilonus	0.5	12	12.5	15	MA	\$55,626	\$57,661	\$59,111	\$60,561	\$61,961	\$63,411	\$7,785
Ryder	7	10	17	21	MA	\$64,055	\$65,561	\$67,111	\$68,661	\$70,161	\$71,711	\$7,656
Bergler	0	20	20	25	MA	\$69,111	\$71,161	\$72,811	\$74,511	\$76,211	\$78,061	\$8,950
Johnson, A.	0	20	20	25	MA	\$69,111	\$71,161	\$72,811	\$74,511	\$76,211	\$78,061	\$8,950
Lutgen	7	16	23	28	MA	\$74,168	\$75,811	\$77,661	\$79,611	\$80,761	\$82,134	\$7,966
Mowbray	0	6	6	6	MA08	\$46,919	\$48,961	\$50,211	\$51,461	\$52,661	\$53,911	\$6,992
Lewis	0	10	10	12	MA08	\$53,870	\$55,761	\$57,111	\$58,461	\$59,761	\$61,211	\$7,341
Montalbano	0	10	10	12	MA08	\$53,870	\$55,761	\$57,111	\$58,461	\$59,761	\$61,211	\$7,341
Binning	6	9	15	19	MA08	\$62,559	\$64,561	\$66,011	\$67,561	\$69,061	\$70,611	\$8,052
Heinisch	2	8.5	10.5	12	MA16	\$55,485	\$57,661	\$59,011	\$60,361	\$61,661	\$63,111	\$7,626
Zammuto	0	10	10	12	MA16	\$55,485	\$57,661	\$59,011	\$60,361	\$61,661	\$63,111	\$7,626
Fluegel	0	12	12	15	MA16	\$59,065	\$61,261	\$62,711	\$64,161	\$65,561	\$67,011	\$7,946

Figures shown do not include compensation for teachers who complete additional education; teach summer school; coach/sponsor an extracurricular activity; or plan for a post retirement bonus.

Note: TRS Included; Assumes CPI = 1.7%

<u>Employee</u>	<u>2014-2015 Experience</u>			<u>2014-2015 Placement</u>		<u>2013-14 Scheduled Salary</u>	<u>Annual Teaching Salary</u>					<u>5-yr total Increase</u>
	<u>Out</u>	<u>In</u>	<u>Total</u>	<u>Step</u>	<u>Lane</u>		<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	
Whitney	1.5	11	12.5	15	MA16	\$59,065	\$61,261	\$62,711	\$64,161	\$65,561	\$67,011	\$7,946
Gugliuzza, L.	0	15	15	19	MA16	\$64,434	\$66,461	\$67,911	\$69,461	\$70,961	\$72,511	\$8,077
Bradac	0	16	16	20	MA16	\$66,224	\$67,761	\$69,311	\$70,861	\$72,361	\$73,911	\$7,687
Lawlor	6	10.5	16.5	20	MA16	\$66,224	\$67,761	\$69,311	\$70,861	\$72,361	\$73,911	\$7,687
Sanderson	9	10	19	24	MA16	\$71,593	\$73,361	\$74,911	\$76,561	\$78,211	\$79,961	\$8,368
Hartshorn	0	21	21	27	MA16	\$75,173	\$77,811	\$79,561	\$81,411	\$83,311	\$84,524	\$9,351
Thompson	0	21	21	27	MA16	\$75,173	\$77,811	\$79,561	\$81,411	\$83,311	\$84,524	\$9,351
Myroth	1	22	23	29	MA16	\$78,753	\$81,111	\$83,061	\$84,422	\$85,857	\$87,317	\$8,564
Middleton	0	24	24	30	MA16	\$80,543	\$82,911	\$84,320	\$85,754	\$87,212	\$88,694	\$8,151
Musser	9	18	27	30	MA16	\$80,543	\$82,911	\$84,320	\$85,754	\$87,212	\$88,694	\$8,151
Kaufman	0	9	9	10	MA24	\$55,369	\$57,386	\$58,736	\$60,086	\$61,386	\$62,736	\$7,367
Johnson, G.	1	9	10	11	MA24	\$57,215	\$58,586	\$59,936	\$61,286	\$62,586	\$63,936	\$6,721
Weerda	2	8	10	11	MA24	\$57,215	\$58,586	\$59,936	\$61,286	\$62,586	\$63,936	\$6,721
Coletta	0	15	15	19	MA24	\$66,443	\$68,586	\$70,036	\$71,586	\$73,086	\$74,636	\$8,193
Meyer	0	19	19	24	MA24	\$73,826	\$75,486	\$77,036	\$78,686	\$80,336	\$82,086	\$8,260
Gugliuzza, D.	0	21	21	27	MA24	\$77,517	\$79,936	\$81,686	\$83,536	\$85,436	\$86,685	\$9,168
Corcoran	5	18	23	29	MA24	\$81,209	\$83,236	\$85,186	\$86,583	\$88,055	\$89,552	\$8,343
Gille	4	23	27	30	MA24	\$83,054	\$85,036	\$86,482	\$87,952	\$89,447	\$90,968	\$7,914
Streed	4	20.5	24.5	30	MA24	\$83,054	\$85,036	\$86,482	\$87,952	\$89,447	\$90,968	\$7,914
Van Zuiden	2	2	4	4	MA32	\$51,340	\$53,261	\$54,411	\$55,661	\$56,861	\$58,111	\$6,771
McLarty	10	3	13	17	MA32	\$66,551	\$68,361	\$69,811	\$71,261	\$72,661	\$74,211	\$7,660
Manning	7.5	14.22	21.72	27	MA32	\$79,862	\$82,311	\$84,061	\$85,911	\$87,811	\$89,100	\$9,238
Gray	0	26	26	30	MA32	\$85,566	\$87,411	\$88,897	\$90,408	\$91,945	\$93,508	\$7,942
Haab	6	20.5	26.5	30	MA32	\$85,566	\$87,411	\$88,897	\$90,408	\$91,945	\$93,508	\$7,942
Smrekar	2	28.6	30.6	30	MA32	\$85,566	\$87,411	\$88,897	\$90,408	\$91,945	\$93,508	\$7,942
Foster	0	9	9	9	MA40	\$58,718	\$61,336	\$62,586	\$63,936	\$65,236	\$66,586	\$7,868
Ellis	0	10	10	10	MA40	\$60,676	\$62,436	\$63,786	\$65,136	\$66,436	\$67,786	\$7,110
Alms	0	15	15	18	MA40	\$70,462	\$72,336	\$73,786	\$75,236	\$76,736	\$78,286	\$7,824
Cook	0	16	16	20	MA40	\$72,420	\$74,936	\$76,486	\$78,036	\$79,536	\$81,086	\$8,666

Figures shown do not include compensation for teachers who complete additional education; teach summer school; coach/sponsor an extracurricular activity; or plan for a post retirement bonus.

Note: TRS Included; Assumes CPI = 1.7%

<u>Employee</u>	<u>2014-2015 Experience</u>			<u>2014-2015 Placement</u>		<u>2013-14 Scheduled Salary</u>	<u>Annual Teaching Salary</u>					<u>5-yr total Increase</u>
	<u>Out</u>	<u>In</u>	<u>Total</u>	<u>Step</u>	<u>Lane</u>		<u>2014-15</u>	<u>2015-16</u>	<u>2016-17</u>	<u>2017-18</u>	<u>2018-19</u>	
Knipp	0	16	16	20	MA40	\$72,420	\$74,936	\$76,486	\$78,036	\$79,536	\$81,086	\$8,666
McIntyre	5	11	16	20	MA40	\$72,420	\$74,936	\$76,486	\$78,036	\$79,536	\$81,086	\$8,666
Swanson	0	16	16	20	MA40	\$72,420	\$74,936	\$76,486	\$78,036	\$79,536	\$81,086	\$8,666
Du Pre'	0	17	17	21	MA40	\$74,377	\$76,336	\$77,886	\$79,436	\$80,936	\$82,486	\$8,109
Freedlund	0	18	18	23	MA40	\$76,334	\$79,136	\$80,686	\$82,236	\$83,836	\$85,536	\$9,202
Senglaub	3	15.5	18.5	23	MA40	\$76,334	\$79,136	\$80,686	\$82,236	\$83,836	\$85,536	\$9,202
Andreas	0	19	19	24	MA40	\$78,291	\$80,536	\$82,086	\$83,736	\$85,386	\$87,136	\$8,845
Benassi	0	19	19	24	MA40	\$78,291	\$80,536	\$82,086	\$83,736	\$85,386	\$87,136	\$8,845
Cooper	5	14	19	24	MA40	\$78,291	\$80,536	\$82,086	\$83,736	\$85,386	\$87,136	\$8,845
Farnsworth	0	19	19	24	MA40	\$78,291	\$80,536	\$82,086	\$83,736	\$85,386	\$87,136	\$8,845
Hruby	8	11	19	24	MA40	\$78,291	\$80,536	\$82,086	\$83,736	\$85,386	\$87,136	\$8,845
Moyer	9	10	19	24	MA40	\$78,291	\$80,536	\$82,086	\$83,736	\$85,386	\$87,136	\$8,845
Rydberg	0	19	19	24	MA40	\$78,291	\$80,536	\$82,086	\$83,736	\$85,386	\$87,136	\$8,845
Fabiano	3	17	20	25	MA40	\$80,249	\$81,936	\$83,586	\$85,286	\$86,986	\$88,836	\$8,587
Orendorff	0	20	20	25	MA40	\$80,249	\$81,936	\$83,586	\$85,286	\$86,986	\$88,836	\$8,587
Kluck	0	22	22	28	MA40	\$84,163	\$86,586	\$88,436	\$90,386	\$91,719	\$93,278	\$9,115
Timmerman	0	22	22	28	MA40	\$84,163	\$86,586	\$88,436	\$90,386	\$91,719	\$93,278	\$9,115
Anderson, V	0	23	23	29	MA40	\$86,121	\$88,286	\$90,236	\$91,719	\$93,278	\$94,864	\$8,743
Anderson, J	1	34	35	30	MA40	\$88,078	\$90,086	\$91,617	\$93,175	\$94,759	\$96,370	\$8,292
Haedt	13	27	40	30	MA40	\$88,078	\$90,086	\$91,617	\$93,175	\$94,759	\$96,370	\$8,292
Open Speech Position	15	11	26	30	MA40	\$88,078	\$90,086	\$91,617	\$93,175	\$94,759	\$96,370	\$8,292
Steward	10	14	24	30	MA40	\$88,078	\$90,086	\$91,617	\$93,175	\$94,759	\$96,370	\$8,292
Williams	0	37	37	30	MA40	\$88,078	\$90,086	\$91,617	\$93,175	\$94,759	\$96,370	\$8,292
School Year:						<u>2013-14</u>	2014-15	2015-16	2016-17	2017-18	2018-19	
Total Teaching Salaries:						\$6,729,721	\$6,938,366	\$7,087,191	\$7,235,911	\$7,380,780	\$7,530,878	<u>5-Yr Totals</u>
New Money:							\$208,645	\$148,825	\$148,720	\$144,869	\$150,098	\$801,157
% Increase:							3.1%	2.1%	2.1%	2.0%	2.0%	11.9%
Average Teacher Salary:						\$63,488	\$65,456	\$66,860	\$68,263	\$69,630	\$71,046	

Figures shown do not include compensation for teachers who complete additional education; teach summer school; coach/sponsor an extracurricular activity; or plan for a post retirement bonus.

Exhibit B Salary Schedules

2014-2015

NOTE: INCLUDES TRS

	"Lane" Increase	\$1,000	\$1,150	\$1,300	\$1,500	\$1,700	\$1,900	\$2,125	\$2,375	\$2,675	
"Step" Increase	Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
\$1,000	1	37,211	38,211	39,361	40,661	42,161	43,861	45,761	47,886	50,261	52,936
\$1,000	2	\$38,211	\$39,211	\$40,361	\$41,661	\$43,161	\$44,861	\$46,761	\$48,886	\$51,261	\$53,936
\$1,000	3	\$39,211	\$40,211	\$41,361	\$42,661	\$44,161	\$45,861	\$47,761	\$49,886	\$52,261	\$54,936
\$1,000	4	\$40,211	\$41,211	\$42,361	\$43,661	\$45,161	\$46,861	\$48,761	\$50,886	\$53,261	\$55,936
\$1,100	5	\$41,211	\$42,211	\$43,361	\$44,661	\$46,161	\$47,861	\$49,761	\$51,886	\$54,261	\$56,936
\$1,100	6	\$42,311	\$43,311	\$44,461	\$45,761	\$47,261	\$48,961	\$50,861	\$52,986	\$55,361	\$58,036
\$1,100	7	\$43,411	\$44,411	\$45,561	\$46,861	\$48,361	\$50,061	\$51,961	\$54,086	\$56,461	\$59,136
\$1,100	8	\$44,511	\$45,511	\$46,661	\$47,961	\$49,461	\$51,161	\$53,061	\$55,186	\$57,561	\$60,236
\$1,100	9	\$45,611	\$46,611	\$47,761	\$49,061	\$50,561	\$52,261	\$54,161	\$56,286	\$58,661	\$61,336
\$1,100	10	\$46,711	\$47,711	\$48,861	\$50,161	\$51,661	\$53,361	\$55,261	\$57,386	\$59,761	\$62,436
\$1,200	11	\$47,911	\$48,911	\$50,061	\$51,361	\$52,861	\$54,561	\$56,461	\$58,586	\$60,961	\$63,636
\$1,200	12	\$49,111	\$50,111	\$51,261	\$52,561	\$54,061	\$55,761	\$57,661	\$59,786	\$62,161	\$64,836
\$1,200	13	\$50,311	\$51,311	\$52,461	\$53,761	\$55,261	\$56,961	\$58,861	\$60,986	\$63,361	\$66,036
\$1,200	14	\$51,511	\$52,511	\$53,661	\$54,961	\$56,461	\$58,161	\$60,061	\$62,186	\$64,561	\$67,236
\$1,200	15	\$52,711	\$53,711	\$54,861	\$56,161	\$57,661	\$59,361	\$61,261	\$63,386	\$65,761	\$68,436
\$1,300	16	\$54,011	\$55,011	\$56,161	\$57,461	\$58,961	\$60,661	\$62,561	\$64,686	\$67,061	\$69,736
\$1,300	17	\$55,311	\$56,311	\$57,461	\$58,761	\$60,261	\$61,961	\$63,861	\$65,986	\$68,361	\$71,036
\$1,300	18	\$56,611	\$57,611	\$58,761	\$60,061	\$61,561	\$63,261	\$65,161	\$67,286	\$69,661	\$72,336
\$1,300	19	\$57,911	\$58,911	\$60,061	\$61,361	\$62,861	\$64,561	\$66,461	\$68,586	\$70,961	\$73,636
\$1,300	20	\$59,211	\$60,211	\$61,361	\$62,661	\$64,161	\$65,861	\$67,761	\$69,886	\$72,261	\$74,936
\$1,400	21	\$60,611	\$61,611	\$62,761	\$64,061	\$65,561	\$67,261	\$69,161	\$71,286	\$73,661	\$76,336
\$1,400	22	\$62,011	\$63,011	\$64,161	\$65,461	\$66,961	\$68,661	\$70,561	\$72,686	\$75,061	\$77,736
\$1,400	23		\$64,411	\$65,561	\$66,861	\$68,361	\$70,061	\$71,961	\$74,086	\$76,461	\$79,136
\$1,400	24		\$65,811	\$66,961	\$68,261	\$69,761	\$71,461	\$73,361	\$75,486	\$77,861	\$80,536
\$1,400	25			\$68,361	\$69,661	\$71,161	\$72,861	\$74,761	\$76,886	\$79,261	\$81,936
\$1,500	26			\$69,861	\$71,161	\$72,661	\$74,361	\$76,261	\$78,386	\$80,761	\$83,436
\$1,550	27				\$72,711	\$74,211	\$75,911	\$77,811	\$79,936	\$82,311	\$84,986
\$1,600	28				\$74,311	\$75,811	\$77,511	\$79,411	\$81,536	\$83,911	\$86,586
\$1,700	29					\$77,511	\$79,211	\$81,111	\$83,236	\$85,611	\$88,286
\$1,800	30					\$79,311	\$81,011	\$82,911	\$85,036	\$87,411	\$90,086

Figures shown do not include compensation for teachers who complete additional education; teach summer school; coach/sponsor an extracurricular activity; or plan for a post retirement bonus.

2015-2016

NOTE: INCLUDES TRS

	<i>"Lane" Increase</i>	<i>\$1,000</i>	<i>\$1,150</i>	<i>\$1,300</i>	<i>\$1,500</i>	<i>\$1,700</i>	<i>\$1,900</i>	<i>\$2,125</i>	<i>\$2,375</i>	<i>\$2,675</i>	
<i>"Step"</i>	Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
<i>Increase</i>	1	\$37,361	\$38,361	\$39,511	\$40,811	\$42,311	\$44,011	\$45,911	\$48,036	\$50,411	\$53,086
<i>\$1,000</i>	2	\$38,361	\$39,361	\$40,511	\$41,811	\$43,311	\$45,011	\$46,911	\$49,036	\$51,411	\$54,086
<i>\$1,000</i>	3	\$39,361	\$40,361	\$41,511	\$42,811	\$44,311	\$46,011	\$47,911	\$50,036	\$52,411	\$55,086
<i>\$1,000</i>	4	\$40,361	\$41,361	\$42,511	\$43,811	\$45,311	\$47,011	\$48,911	\$51,036	\$53,411	\$56,086
<i>\$1,000</i>	5	\$41,361	\$42,361	\$43,511	\$44,811	\$46,311	\$48,011	\$49,911	\$52,036	\$54,411	\$57,086
<i>\$1,100</i>	6	\$42,461	\$43,461	\$44,611	\$45,911	\$47,411	\$49,111	\$51,011	\$53,136	\$55,511	\$58,186
<i>\$1,100</i>	7	\$43,561	\$44,561	\$45,711	\$47,011	\$48,511	\$50,211	\$52,111	\$54,236	\$56,611	\$59,286
<i>\$1,100</i>	8	\$44,661	\$45,661	\$46,811	\$48,111	\$49,611	\$51,311	\$53,211	\$55,336	\$57,711	\$60,386
<i>\$1,100</i>	9	\$45,761	\$46,761	\$47,911	\$49,211	\$50,711	\$52,411	\$54,311	\$56,436	\$58,811	\$61,486
<i>\$1,100</i>	10	\$46,861	\$47,861	\$49,011	\$50,311	\$51,811	\$53,511	\$55,411	\$57,536	\$59,911	\$62,586
<i>\$1,200</i>	11	\$48,061	\$49,061	\$50,211	\$51,511	\$53,011	\$54,711	\$56,611	\$58,736	\$61,111	\$63,786
<i>\$1,200</i>	12	\$49,261	\$50,261	\$51,411	\$52,711	\$54,211	\$55,911	\$57,811	\$59,936	\$62,311	\$64,986
<i>\$1,200</i>	13	\$50,461	\$51,461	\$52,611	\$53,911	\$55,411	\$57,111	\$59,011	\$61,136	\$63,511	\$66,186
<i>\$1,200</i>	14	\$51,661	\$52,661	\$53,811	\$55,111	\$56,611	\$58,311	\$60,211	\$62,336	\$64,711	\$67,386
<i>\$1,200</i>	15	\$52,861	\$53,861	\$55,011	\$56,311	\$57,811	\$59,511	\$61,411	\$63,536	\$65,911	\$68,586
<i>\$1,300</i>	16	\$54,161	\$55,161	\$56,311	\$57,611	\$59,111	\$60,811	\$62,711	\$64,836	\$67,211	\$69,886
<i>\$1,300</i>	17	\$55,461	\$56,461	\$57,611	\$58,911	\$60,411	\$62,111	\$64,011	\$66,136	\$68,511	\$71,186
<i>\$1,300</i>	18	\$56,761	\$57,761	\$58,911	\$60,211	\$61,711	\$63,411	\$65,311	\$67,436	\$69,811	\$72,486
<i>\$1,300</i>	19	\$58,061	\$59,061	\$60,211	\$61,511	\$63,011	\$64,711	\$66,611	\$68,736	\$71,111	\$73,786
<i>\$1,300</i>	20	\$59,361	\$60,361	\$61,511	\$62,811	\$64,311	\$66,011	\$67,911	\$70,036	\$72,411	\$75,086
<i>\$1,400</i>	21	\$60,761	\$61,761	\$62,911	\$64,211	\$65,711	\$67,411	\$69,311	\$71,436	\$73,811	\$76,486
<i>\$1,400</i>	22	\$62,161	\$63,161	\$64,311	\$65,611	\$67,111	\$68,811	\$70,711	\$72,836	\$75,211	\$77,886
<i>\$1,400</i>	23		\$64,561	\$65,711	\$67,011	\$68,511	\$70,211	\$72,111	\$74,236	\$76,611	\$79,286
<i>\$1,400</i>	24		\$65,961	\$67,111	\$68,411	\$69,911	\$71,611	\$73,511	\$75,636	\$78,011	\$80,686
<i>\$1,400</i>	25			\$68,511	\$69,811	\$71,311	\$73,011	\$74,911	\$77,036	\$79,411	\$82,086
<i>\$1,500</i>	26			\$70,011	\$71,311	\$72,811	\$74,511	\$76,411	\$78,536	\$80,911	\$83,586
<i>\$1,550</i>	27				\$72,861	\$74,361	\$76,061	\$77,961	\$80,086	\$82,461	\$85,136
<i>\$1,600</i>	28				\$74,461	\$75,961	\$77,661	\$79,561	\$81,686	\$84,061	\$86,736
<i>\$1,700</i>	29					\$77,661	\$79,361	\$81,261	\$83,386	\$85,761	\$88,436
<i>\$1,800</i>	30					\$79,461	\$81,161	\$83,061	\$85,186	\$87,561	\$90,236

Figures shown do not include compensation for teachers who complete additional education; teach summer school; coach/sponsor an extracurricular activity; or plan for a post retirement bonus.

2016-2017

NOTE: INCLUDES TRS

	"Lane" Increase	\$1,000	\$1,150	\$1,300	\$1,500	\$1,700	\$1,900	\$2,125	\$2,375	\$2,675	
"Step"	Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
Increase	1	\$37,511	\$38,511	\$39,661	\$40,961	\$42,461	\$44,161	\$46,061	\$48,186	\$50,561	\$53,236
\$1,000	2	\$38,511	\$39,511	\$40,661	\$41,961	\$43,461	\$45,161	\$47,061	\$49,186	\$51,561	\$54,236
\$1,000	3	\$39,511	\$40,511	\$41,661	\$42,961	\$44,461	\$46,161	\$48,061	\$50,186	\$52,561	\$55,236
\$1,000	4	\$40,511	\$41,511	\$42,661	\$43,961	\$45,461	\$47,161	\$49,061	\$51,186	\$53,561	\$56,236
\$1,000	5	\$41,511	\$42,511	\$43,661	\$44,961	\$46,461	\$48,161	\$50,061	\$52,186	\$54,561	\$57,236
\$1,100	6	\$42,611	\$43,611	\$44,761	\$46,061	\$47,561	\$49,261	\$51,161	\$53,286	\$55,661	\$58,336
\$1,100	7	\$43,711	\$44,711	\$45,861	\$47,161	\$48,661	\$50,361	\$52,261	\$54,386	\$56,761	\$59,436
\$1,100	8	\$44,811	\$45,811	\$46,961	\$48,261	\$49,761	\$51,461	\$53,361	\$55,486	\$57,861	\$60,536
\$1,100	9	\$45,911	\$46,911	\$48,061	\$49,361	\$50,861	\$52,561	\$54,461	\$56,586	\$58,961	\$61,636
\$1,100	10	\$47,011	\$48,011	\$49,161	\$50,461	\$51,961	\$53,661	\$55,561	\$57,686	\$60,061	\$62,736
\$1,200	11	\$48,211	\$49,211	\$50,361	\$51,661	\$53,161	\$54,861	\$56,761	\$58,886	\$61,261	\$63,936
\$1,200	12	\$49,411	\$50,411	\$51,561	\$52,861	\$54,361	\$56,061	\$57,961	\$60,086	\$62,461	\$65,136
\$1,200	13	\$50,611	\$51,611	\$52,761	\$54,061	\$55,561	\$57,261	\$59,161	\$61,286	\$63,661	\$66,336
\$1,200	14	\$51,811	\$52,811	\$53,961	\$55,261	\$56,761	\$58,461	\$60,361	\$62,486	\$64,861	\$67,536
\$1,200	15	\$53,011	\$54,011	\$55,161	\$56,461	\$57,961	\$59,661	\$61,561	\$63,686	\$66,061	\$68,736
\$1,300	16	\$54,311	\$55,311	\$56,461	\$57,761	\$59,261	\$60,961	\$62,861	\$64,986	\$67,361	\$70,036
\$1,300	17	\$55,611	\$56,611	\$57,761	\$59,061	\$60,561	\$62,261	\$64,161	\$66,286	\$68,661	\$71,336
\$1,300	18	\$56,911	\$57,911	\$59,061	\$60,361	\$61,861	\$63,561	\$65,461	\$67,586	\$69,961	\$72,636
\$1,300	19	\$58,211	\$59,211	\$60,361	\$61,661	\$63,161	\$64,861	\$66,761	\$68,886	\$71,261	\$73,936
\$1,300	20	\$59,511	\$60,511	\$61,661	\$62,961	\$64,461	\$66,161	\$68,061	\$70,186	\$72,561	\$75,236
\$1,400	21	\$60,911	\$61,911	\$63,061	\$64,361	\$65,861	\$67,561	\$69,461	\$71,586	\$73,961	\$76,636
\$1,400	22	\$62,311	\$63,311	\$64,461	\$65,761	\$67,261	\$68,961	\$70,861	\$72,986	\$75,361	\$78,036
\$1,400	23		\$64,711	\$65,861	\$67,161	\$68,661	\$70,361	\$72,261	\$74,386	\$76,761	\$79,436
\$1,400	24		\$66,111	\$67,261	\$68,561	\$70,061	\$71,761	\$73,661	\$75,786	\$78,161	\$80,836
\$1,400	25			\$68,661	\$69,961	\$71,461	\$73,161	\$75,061	\$77,186	\$79,561	\$82,236
\$1,500	26			\$70,161	\$71,461	\$72,961	\$74,661	\$76,561	\$78,686	\$81,061	\$83,736
\$1,550	27				\$73,011	\$74,511	\$76,211	\$78,111	\$80,236	\$82,611	\$85,286
\$1,600	28				\$74,611	\$76,111	\$77,811	\$79,711	\$81,836	\$84,211	\$86,886
\$1,700	29					\$77,811	\$79,511	\$81,411	\$83,536	\$85,911	\$88,586
\$1,800	30					\$79,611	\$81,311	\$83,211	\$85,336	\$87,711	\$90,386

Figures shown do not include compensation for teachers who complete additional education; teach summer school; coach/sponsor an extracurricular activity; or plan for a post retirement bonus.

2017-2018

NOTE: INCLUDES TRS

	"Lane" Increase	\$1,000	\$1,150	\$1,300	\$1,500	\$1,700	\$1,900	\$2,125	\$2,375	\$2,675	
"Step" Increase	Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
\$1,000	1	\$37,611	\$38,611	\$39,761	\$41,061	\$42,561	\$44,261	\$46,161	\$48,286	\$50,661	\$53,336
\$1,000	2	\$38,611	\$39,611	\$40,761	\$42,061	\$43,561	\$45,261	\$47,161	\$49,286	\$51,661	\$54,336
\$1,000	3	\$39,611	\$40,611	\$41,761	\$43,061	\$44,561	\$46,261	\$48,161	\$50,286	\$52,661	\$55,336
\$1,000	4	\$40,611	\$41,611	\$42,761	\$44,061	\$45,561	\$47,261	\$49,161	\$51,286	\$53,661	\$56,336
\$1,000	5	\$41,611	\$42,611	\$43,761	\$45,061	\$46,561	\$48,261	\$50,161	\$52,286	\$54,661	\$57,336
\$1,100	6	\$42,711	\$43,711	\$44,861	\$46,161	\$47,661	\$49,361	\$51,261	\$53,386	\$55,761	\$58,436
\$1,100	7	\$43,811	\$44,811	\$45,961	\$47,261	\$48,761	\$50,461	\$52,361	\$54,486	\$56,861	\$59,536
\$1,100	8	\$44,911	\$45,911	\$47,061	\$48,361	\$49,861	\$51,561	\$53,461	\$55,586	\$57,961	\$60,636
\$1,100	9	\$46,011	\$47,011	\$48,161	\$49,461	\$50,961	\$52,661	\$54,561	\$56,686	\$59,061	\$61,736
\$1,100	10	\$47,111	\$48,111	\$49,261	\$50,561	\$52,061	\$53,761	\$55,661	\$57,786	\$60,161	\$62,836
\$1,200	11	\$48,311	\$49,311	\$50,461	\$51,761	\$53,261	\$54,961	\$56,861	\$58,986	\$61,361	\$64,036
\$1,200	12	\$49,511	\$50,511	\$51,661	\$52,961	\$54,461	\$56,161	\$58,061	\$60,186	\$62,561	\$65,236
\$1,200	13	\$50,711	\$51,711	\$52,861	\$54,161	\$55,661	\$57,361	\$59,261	\$61,386	\$63,761	\$66,436
\$1,200	14	\$51,911	\$52,911	\$54,061	\$55,361	\$56,861	\$58,561	\$60,461	\$62,586	\$64,961	\$67,636
\$1,200	15	\$53,111	\$54,111	\$55,261	\$56,561	\$58,061	\$59,761	\$61,661	\$63,786	\$66,161	\$68,836
\$1,300	16	\$54,411	\$55,411	\$56,561	\$57,861	\$59,361	\$61,061	\$62,961	\$65,086	\$67,461	\$70,136
\$1,300	17	\$55,711	\$56,711	\$57,861	\$59,161	\$60,661	\$62,361	\$64,261	\$66,386	\$68,761	\$71,436
\$1,300	18	\$57,011	\$58,011	\$59,161	\$60,461	\$61,961	\$63,661	\$65,561	\$67,686	\$70,061	\$72,736
\$1,300	19	\$58,311	\$59,311	\$60,461	\$61,761	\$63,261	\$64,961	\$66,861	\$68,986	\$71,361	\$74,036
\$1,300	20	\$59,611	\$60,611	\$61,761	\$63,061	\$64,561	\$66,261	\$68,161	\$70,286	\$72,661	\$75,336
\$1,400	21	\$61,011	\$62,011	\$63,161	\$64,461	\$65,961	\$67,661	\$69,561	\$71,686	\$74,061	\$76,736
\$1,400	22	\$62,411	\$63,411	\$64,561	\$65,861	\$67,361	\$69,061	\$70,961	\$73,086	\$75,461	\$78,136
\$1,400	23		\$64,811	\$65,961	\$67,261	\$68,761	\$70,461	\$72,361	\$74,486	\$76,861	\$79,536
\$1,400	24		\$66,211	\$67,361	\$68,661	\$70,161	\$71,861	\$73,761	\$75,886	\$78,261	\$80,936
\$1,400	25			\$68,761	\$70,061	\$71,561	\$73,261	\$75,161	\$77,286	\$79,661	\$82,336
\$1,500	26			\$70,261	\$71,561	\$73,061	\$74,761	\$76,661	\$78,786	\$81,161	\$83,836
\$1,550	27				\$73,111	\$74,611	\$76,311	\$78,211	\$80,336	\$82,711	\$85,386
\$1,600	28				\$74,711	\$76,211	\$77,911	\$79,811	\$81,936	\$84,311	\$86,986
\$1,700	29					\$77,911	\$79,611	\$81,511	\$83,636	\$86,011	\$88,686
\$1,800	30					\$79,711	\$81,411	\$83,311	\$85,436	\$87,811	\$90,486

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2018-2019

NOTE: INCLUDES TRS

	"Lane" Increase	\$1,000	\$1,150	\$1,300	\$1,500	\$1,700	\$1,900	\$2,125	\$2,375	\$2,675	
"Step"	Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
Increase	1	\$37,761	\$38,761	\$39,911	\$41,211	\$42,711	\$44,411	\$46,311	\$48,436	\$50,811	\$53,486
\$1,000	2	\$38,761	\$39,761	\$40,911	\$42,211	\$43,711	\$45,411	\$47,311	\$49,436	\$51,811	\$54,486
\$1,000	3	\$39,761	\$40,761	\$41,911	\$43,211	\$44,711	\$46,411	\$48,311	\$50,436	\$52,811	\$55,486
\$1,000	4	\$40,761	\$41,761	\$42,911	\$44,211	\$45,711	\$47,411	\$49,311	\$51,436	\$53,811	\$56,486
\$1,000	5	\$41,761	\$42,761	\$43,911	\$45,211	\$46,711	\$48,411	\$50,311	\$52,436	\$54,811	\$57,486
\$1,100	6	\$42,861	\$43,861	\$45,011	\$46,311	\$47,811	\$49,511	\$51,411	\$53,536	\$55,911	\$58,586
\$1,100	7	\$43,961	\$44,961	\$46,111	\$47,411	\$48,911	\$50,611	\$52,511	\$54,636	\$57,011	\$59,686
\$1,100	8	\$45,061	\$46,061	\$47,211	\$48,511	\$50,011	\$51,711	\$53,611	\$55,736	\$58,111	\$60,786
\$1,100	9	\$46,161	\$47,161	\$48,311	\$49,611	\$51,111	\$52,811	\$54,711	\$56,836	\$59,211	\$61,886
\$1,100	10	\$47,261	\$48,261	\$49,411	\$50,711	\$52,211	\$53,911	\$55,811	\$57,936	\$60,311	\$62,986
\$1,200	11	\$48,461	\$49,461	\$50,611	\$51,911	\$53,411	\$55,111	\$57,011	\$59,136	\$61,511	\$64,186
\$1,200	12	\$49,661	\$50,661	\$51,811	\$53,111	\$54,611	\$56,311	\$58,211	\$60,336	\$62,711	\$65,386
\$1,200	13	\$50,861	\$51,861	\$53,011	\$54,311	\$55,811	\$57,511	\$59,411	\$61,536	\$63,911	\$66,586
\$1,200	14	\$52,061	\$53,061	\$54,211	\$55,511	\$57,011	\$58,711	\$60,611	\$62,736	\$65,111	\$67,786
\$1,200	15	\$53,261	\$54,261	\$55,411	\$56,711	\$58,211	\$59,911	\$61,811	\$63,936	\$66,311	\$68,986
\$1,300	16	\$54,561	\$55,561	\$56,711	\$58,011	\$59,511	\$61,211	\$63,111	\$65,236	\$67,611	\$70,286
\$1,300	17	\$55,861	\$56,861	\$58,011	\$59,311	\$60,811	\$62,511	\$64,411	\$66,536	\$68,911	\$71,586
\$1,300	18	\$57,161	\$58,161	\$59,311	\$60,611	\$62,111	\$63,811	\$65,711	\$67,836	\$70,211	\$72,886
\$1,300	19	\$58,461	\$59,461	\$60,611	\$61,911	\$63,411	\$65,111	\$67,011	\$69,136	\$71,511	\$74,186
\$1,300	20	\$59,761	\$60,761	\$61,911	\$63,211	\$64,711	\$66,411	\$68,311	\$70,436	\$72,811	\$75,486
\$1,400	21	\$61,161	\$62,161	\$63,311	\$64,611	\$66,111	\$67,811	\$69,711	\$71,836	\$74,211	\$76,886
\$1,400	22	\$62,561	\$63,561	\$64,711	\$66,011	\$67,511	\$69,211	\$71,111	\$73,236	\$75,611	\$78,286
\$1,400	23		\$64,961	\$66,111	\$67,411	\$68,911	\$70,611	\$72,511	\$74,636	\$77,011	\$79,686
\$1,400	24		\$66,361	\$67,511	\$68,811	\$70,311	\$72,011	\$73,911	\$76,036	\$78,411	\$81,086
\$1,400	25			\$68,911	\$70,211	\$71,711	\$73,411	\$75,311	\$77,436	\$79,811	\$82,486
\$1,500	26			\$70,411	\$71,711	\$73,211	\$74,911	\$76,811	\$78,936	\$81,311	\$83,986
\$1,550	27				\$73,261	\$74,761	\$76,461	\$78,361	\$80,486	\$82,861	\$85,536
\$1,600	28				\$74,861	\$76,361	\$78,061	\$79,961	\$82,086	\$84,461	\$87,136
\$1,700	29					\$78,061	\$79,761	\$81,661	\$83,786	\$86,161	\$88,836
\$1,800	30					\$79,861	\$81,561	\$83,461	\$85,586	\$87,961	\$90,636

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